

Personnel and Development Committee Minutes

Date: 9 March 2015

Time: 5.55 - 6.00 pm

PRESENT: Councillor D H G Barnes (in the Chair)

Councillors: I Bates and S P Lacey.

34 APOLOGIES

Apologies for absence were received from M Angell, Mrs W J Mallen and Ms M Neudecker

35 MINUTES

RESOLVED: That the minutes of the meeting of the Personnel and Development Committee held on 19 January 2015 be confirmed as a correct record and signed by the Chairman.

36 DECLARATIONS OF INTEREST

There were no declarations of interest.

37 SHARED PARENTAL LEAVE POLICY

A report was submitted which requested approval of the Shared Parental Leave Policy prior to its submission to Full Council for its endorsement.

The report stated that the Shared Parental Leave Policy was a new statutory Policy which laid out the rights of employers to shared parental leave and pay to ensure that requests were dealt with fairly, consistently and within the relevant legislation.

The policy was a new entitlement for eligible parents of babies due or children placed for adoption on or after 5 April 2015. It provided both parents with the opportunity to consider best arrangements for childcare during the first year of the child's life. The amount of leave available was calculated using the mother's entitlement to maternity/adoption leave allowing up to 52 weeks. In the case where the mother ceased her entitlement early, then she or her partner could opt into the Shared Parental Leave Scheme, taking any remaining weeks as Shared Parental Leave.

The report also stated that the new legislation left it to the employer`s discretion as to whether to pay Shared Parental Pay at the statutory rate or at the same rate as Enhanced Maternity Pay.

Appendix A to the report contained the draft policy and procedure for shared parental leave and provided detailed information as to how this would work in practice.

In considering the report, it was agreed that the Council at this stage should not enhance shared parental pay on the basis that there would be an additional cost to the Council.

RECOMMENDED That:

- 1)The Council agree not to enhance Shared Parental Pay at this stage.
- 2)The policy be reviewed after a 12 month period.

Chairman

The following officers were in attendance at the meeting:

- | | |
|---------------|--|
| Iram Malik | - Democratic Services |
| John McMillan | - Head of HR ICT & Customer Services |
| Jo Whiteley | - Human Resources Manager (Operations) |
| | - |
| | - |
| | - |